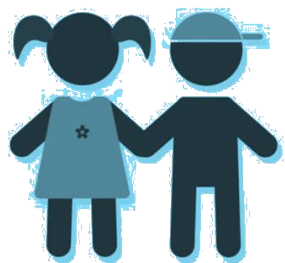


Know Your Numbers

Regional Planning for Childcare



Joint Initiatives
FOR YOUTH + FAMILIES



48,000

Children
aged 0-5 in
El Paso
County



18,300

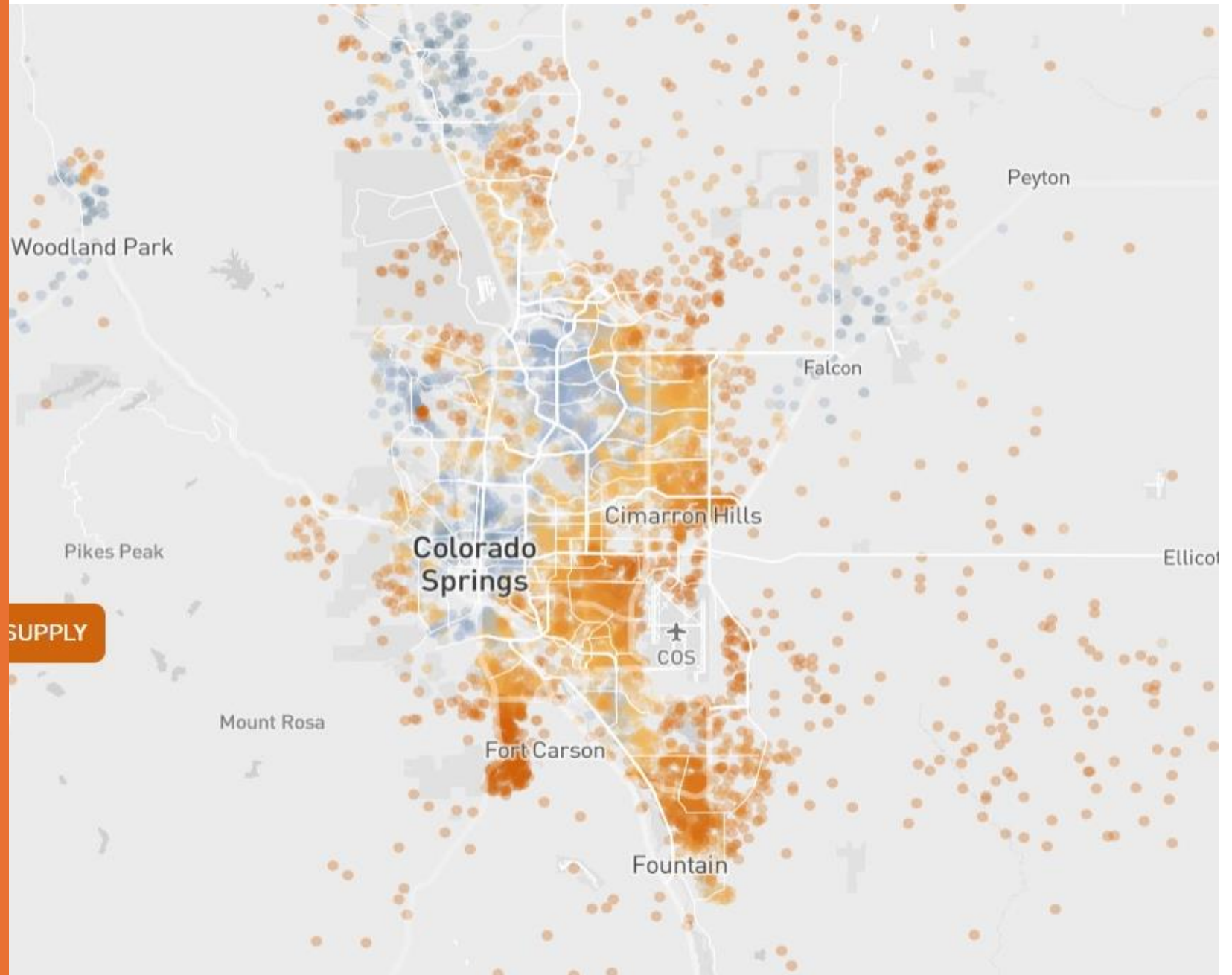
Childcare
spots in
El Paso
County



16,000

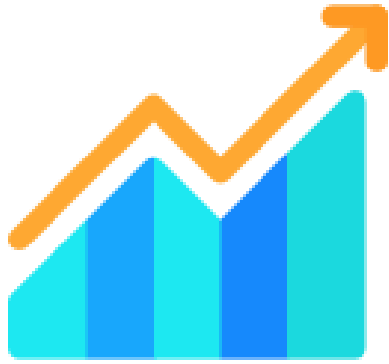
ADDITIONAL
number of
spots
needed

Child Care Desert Map



**MY CHILDCARE
COSTS WHAT?**





\$20,000

Av. cost of
care for one
child/year



\$29,000

Av. wages for
childcare staff



\$45,000

Av. annual net
profit for
childcare
center



01

Not
enough
spots



02

Too
expensive
for
families



03

Lack of
incentives
in the
system

.71 WORKERS AVAILABLE FOR EVERY OPEN POSITION



2024 UCCS Economic Forum Report

53% of employers report a rise in sick days and time off

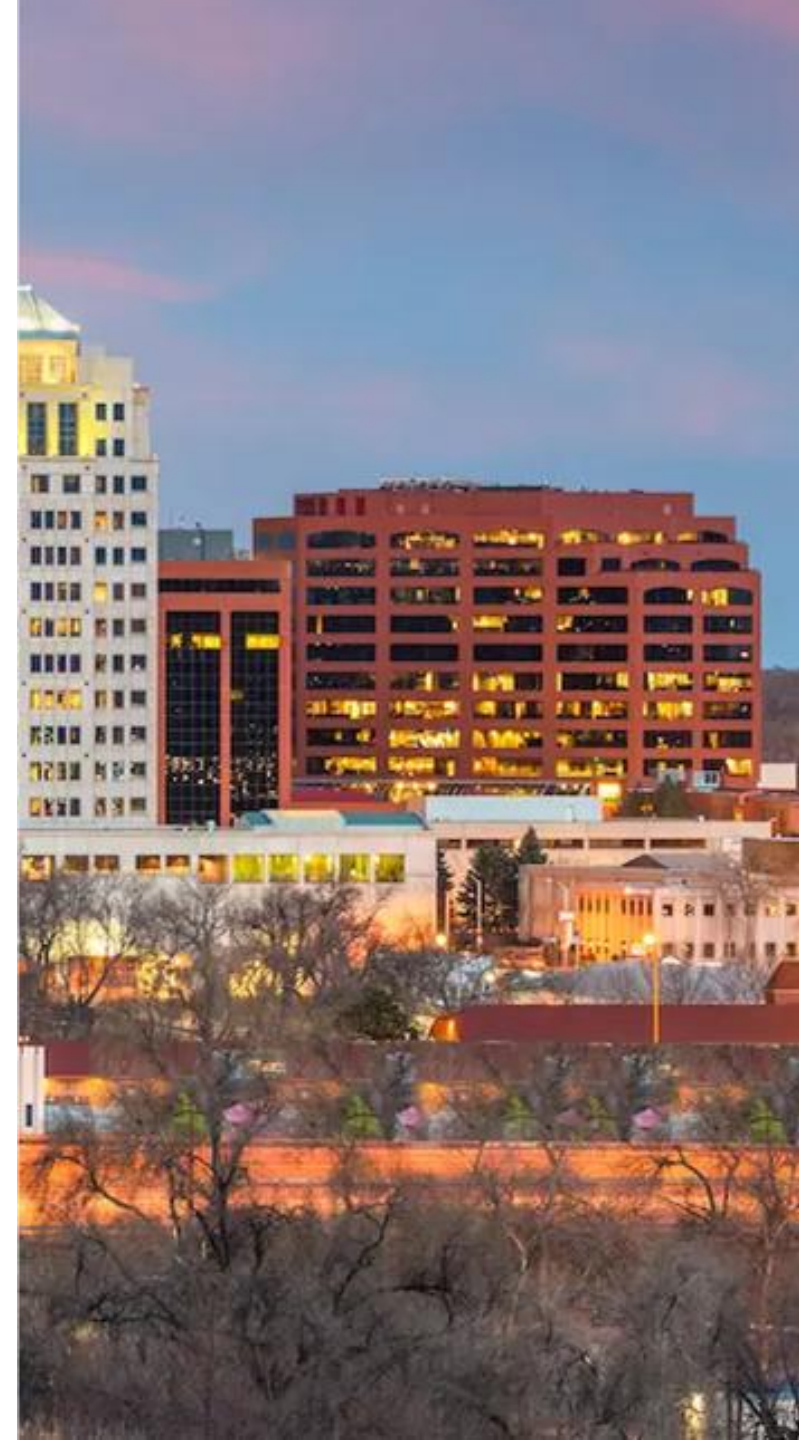
26% of parents report staying home due to childcare



.71 workers for every opening

Colorado job opening rate is higher than US average

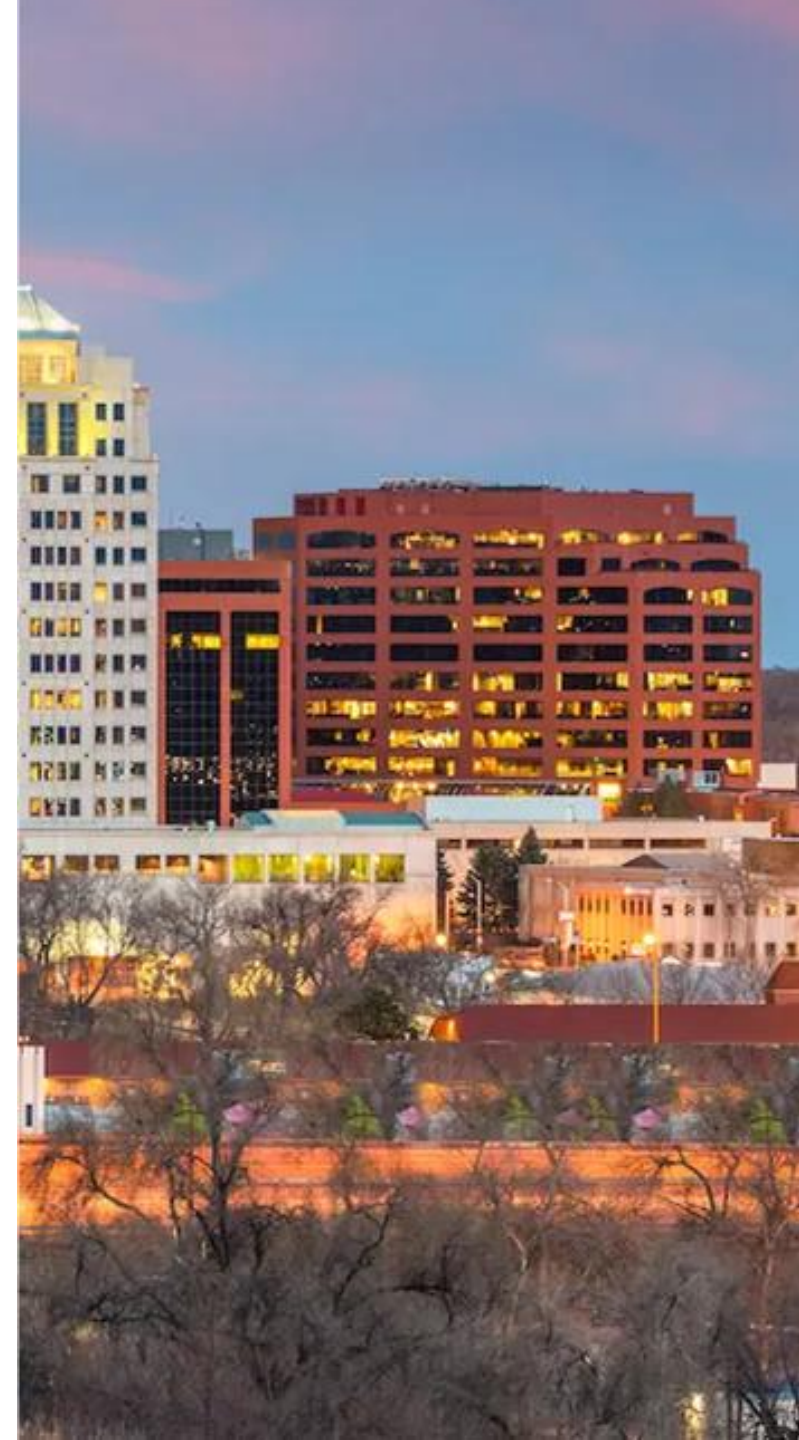
Springs job participation rate is lower than US average



2024 UCCS Economic Forum Report

\$308 million lost

El Paso County loses approximately **\$308 million annually** in unrealized economic potential, representing our share of Colorado's staggering **\$2.2 billion** annual loss.

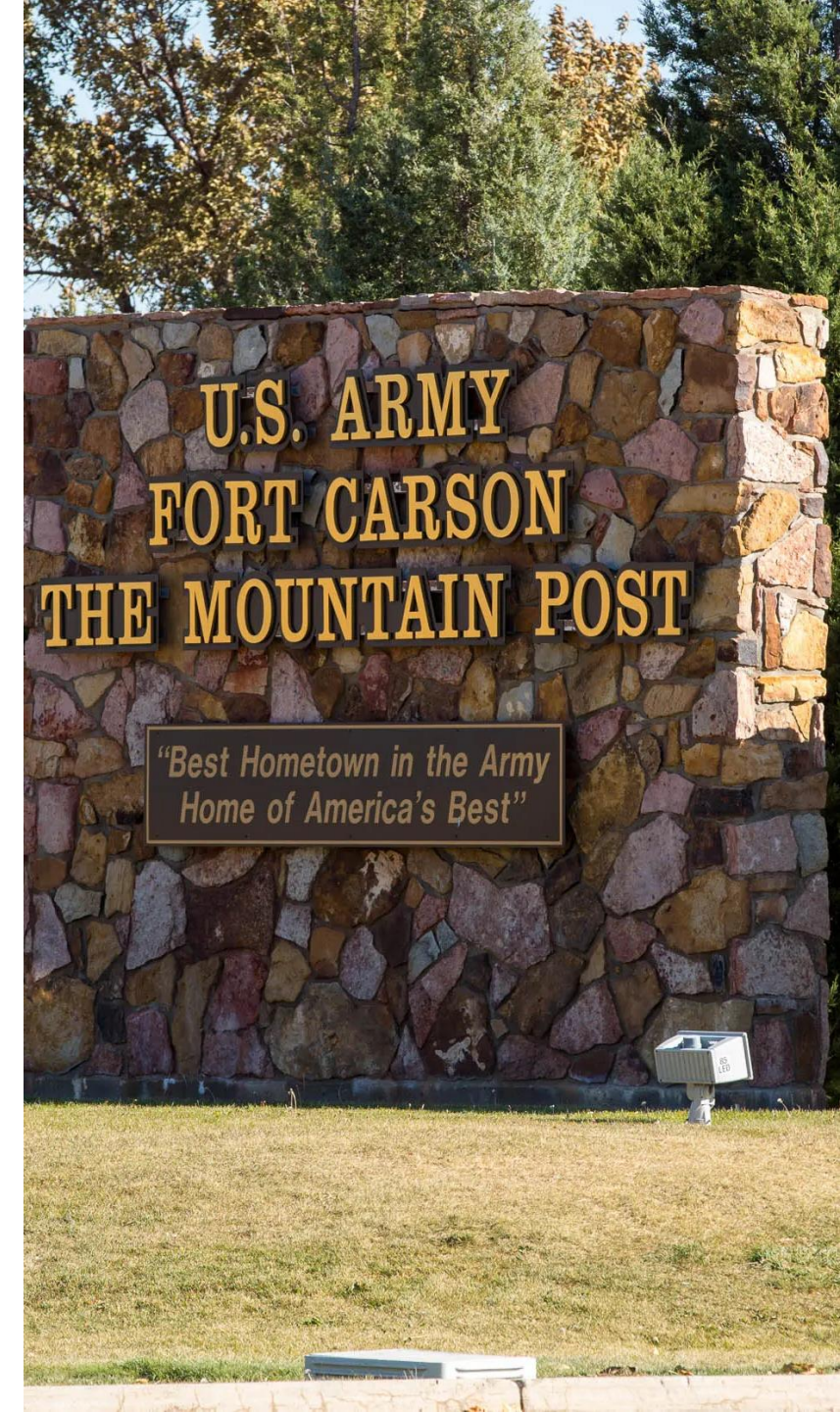


On-base wait lists as of May 2025:

- Fort Carson: 214
- Peterson SFB: 152
- Shriever SFB: 82
- Air Force Academy: 130
- **Total: 578**

Off-base need:

80% of Fort Carson service members, or 42,000+ service members live off base and must utilize community childcare services.



90%

of brain development
occurs from
ages 0 - 5



More likely to
graduate high
school



More likely to
enroll in college



Improved
earnings over
lifetime



Fewer health
issues



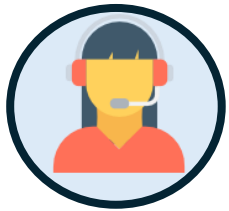
Lower crime
rates



A city skyline at dusk or dawn. The sky is a mix of light blue and pinkish-orange. In the background, several tall buildings are visible, some with lights on. In the foreground, there are trees and lower buildings, some of which are also lit up. The overall scene is a cityscape.

**Childcare is critical
economic infrastructure.**

JJ is building local infrastructure.



Universal Preschool Program (CUPP)

- 5,021 enrollment
- 231 centers
- 20,000+ tickets



Quality Improvement

- 74 centers coached
- 41 playgroups with as many as 150



New Center/Home Development

- 29 new programs
- 179 providers received financial coaching



Workforce Development

- 674 hours of career navigation
- OEDIT funding for college scholarships



FAMILY FRIENDLY SUMMIT





PARTNERSHIPS

Matthew Ayres + Dee Anna Cosby (HR)

Projects: Boot camp to launch centers, Southeast center, Downtown center, Employer Toolkit (HR subgroup)

PUBLIC AWARENESS

Dirk Hobbs

Launch a public awareness campaign in January 2026 to engage the public.

SCALED FUNDING

Liz Denson + Lauren Hug

Determine scaled funding solutions to pursue. Priority: Ballot measure

PUBLIC POLICY

Michelle Talarico + Elizabeth Quevedo

Reduce red tape and costs for licensing and local code compliance.

ECE WORKFORCE

Traci Marques + Dean Thomas Aicher

Align resources, build career pathways and enhance the profession's value in the community.

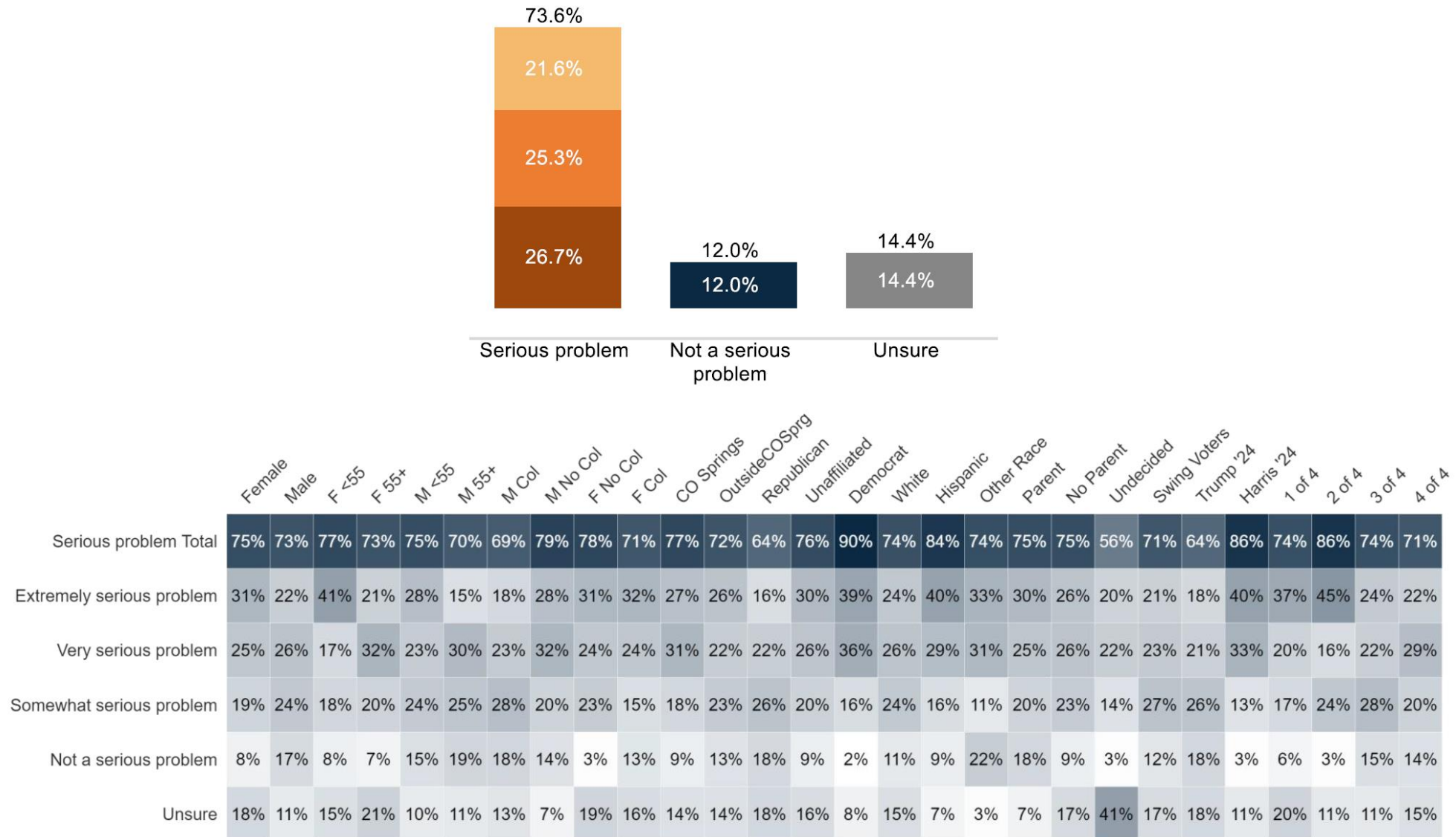
Project: Substitute Teacher Pool

BEHAVIORAL HEALTH

Margaret Sabin

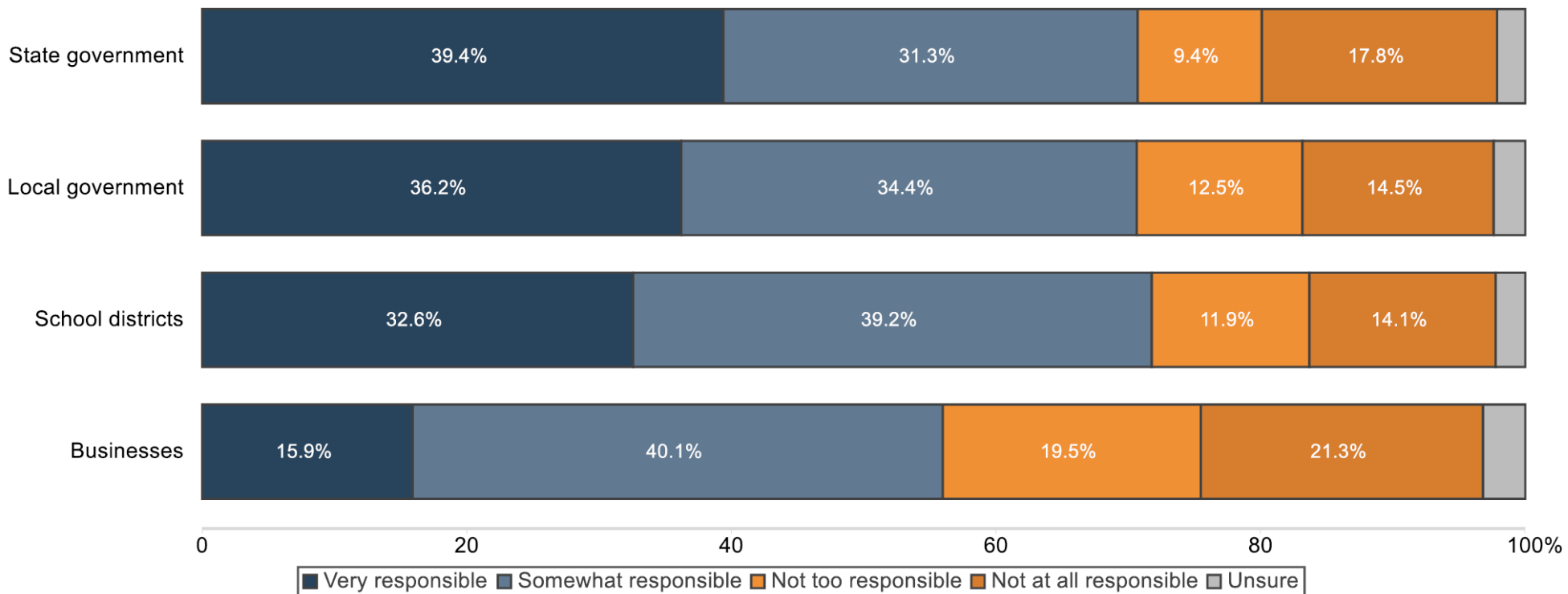
Build a network of mental health professionals and launch scaled ECE programming. Project: **EMBED**

Affordable Childcare Problem



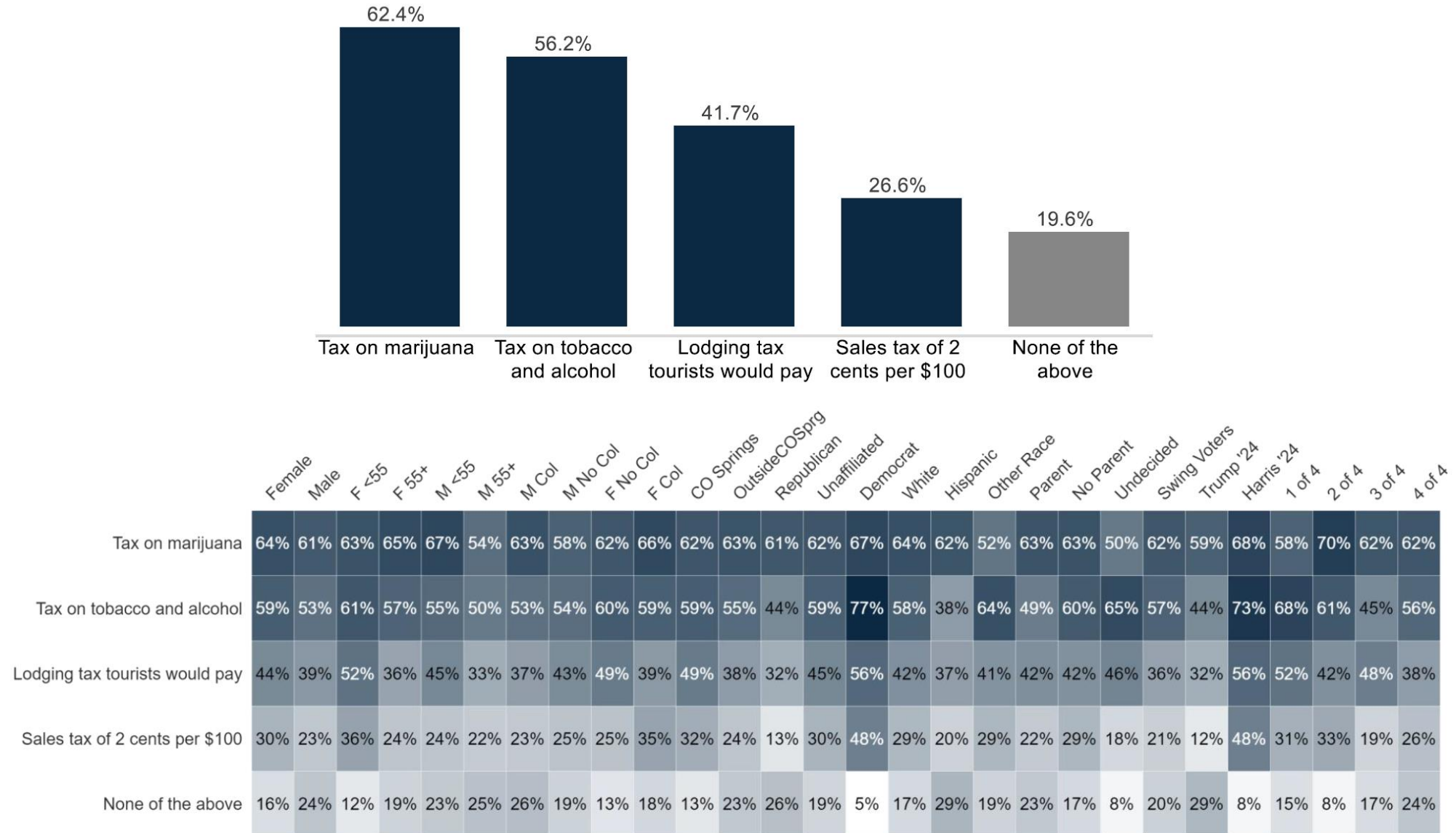
Do you think the lack of affordable childcare for Colorado families is an extremely serious problem, a very serious problem, a somewhat serious problem, or not a serious problem?

Responsibility



For each of the following organizations, please indicate how responsible you think the organization should be for helping parents ensure Colorado children and their families have access to childcare and early-learning services.

Preferred Tax



Which types of taxes would you likely support to pay for more affordable, higher quality childcare or early education services? Select all that apply.

| The Best Data

The best data is actual similar elections.
El Paso County has a history of voting for
“sin taxes” to support early childhood
education/childcare.

What: Proposition II - using tobacco taxes
to pay for universal preschool

When: 2023

Who: Voters

60.63%

of El Paso County voters supported
Prop II

County ↕	For		Against		Margin		Total votes cast ↕
	# ↕	% ↕	# ↕	% ↕	# ↕	% ↕	
Adams	67,340	66.79%	33,477	33.21%	33,863	33.59%	100,817
Alamosa	2,260	60.70%	1,463	39.30%	797	21.41%	3,723
Arapahoe	118,572	70.41%	49,829	29.59%	68,743	40.82%	168,401
Archuleta	3,722	70.83%	1,533	29.17%	2,189	41.66%	5,255
Baca	518	40.28%	768	59.72%	-250	-19.44%	1,286
Bent	609	46.60%	698	53.40%	-89	-6.81%	1,307
Boulder	97,034	82.62%	20,419	17.38%	76,615	65.23%	117,453
Broomfield	19,060	73.51%	6,869	26.49%	12,191	47.02%	25,929
Chaffee	6,453	68.90%	2,913	31.10%	3,540	37.80%	9,366
Cheyenne	183	27.77%	476	72.23%	-293	-44.46%	659
Clear Creek	2,294	67.35%	1,112	32.65%	1,182	34.70%	3,406
Conejos	1,277	58.98%	888	41.02%	389	17.97%	2,165
Costilla	753	65.71%	393	34.29%	360	31.41%	1,146
Crowley	448	39.68%	681	60.32%	-233	-20.64%	1,129
Custer	1,226	47.21%	1,371	52.79%	-145	-5.58%	2,597
Delta	5,870	52.93%	5,221	47.07%	649	5.85%	11,091
Denver	132,769	82.54%	28,090	17.46%	104,679	65.08%	160,859
Dolores	451	51.72%	421	48.28%	30	3.44%	872
Douglas	93,636	66.11%	47,992	33.89%	45,643	32.23%	141,629
El Paso	118,028	60.63%	76,656	39.37%	41,372	21.25%	194,684

Prop LL

Keep tax revenue
for
Healthy School
Meals

El Paso County

58.1%

Prop MM

Increase taxes for
free
school meals

El Paso County

51.4%



1



Early Life

90% brain dev.
Deserve best
learning

2



Working Parents

Need 2 incomes, allows
work, support families,
help state economy

3



Strengthens Education

Kindergarten ready,
3rd grade reading,
HS grad

4



Salaries

Poverty six
times more than
K-8 teachers

5



Access for Everyone

Should be for everyone,
but \$1,300/mo
Invest so children thrive

6



Smart Investment

Investment ROI:
workforce, HS grad
rates, lower crime

7



10 Hours 3 + Under

UPK is only 10 hours +
doesn't help parents
of children under 3

8



Young Adults

Yas are waiting
longer
Creating long-term
problem or society

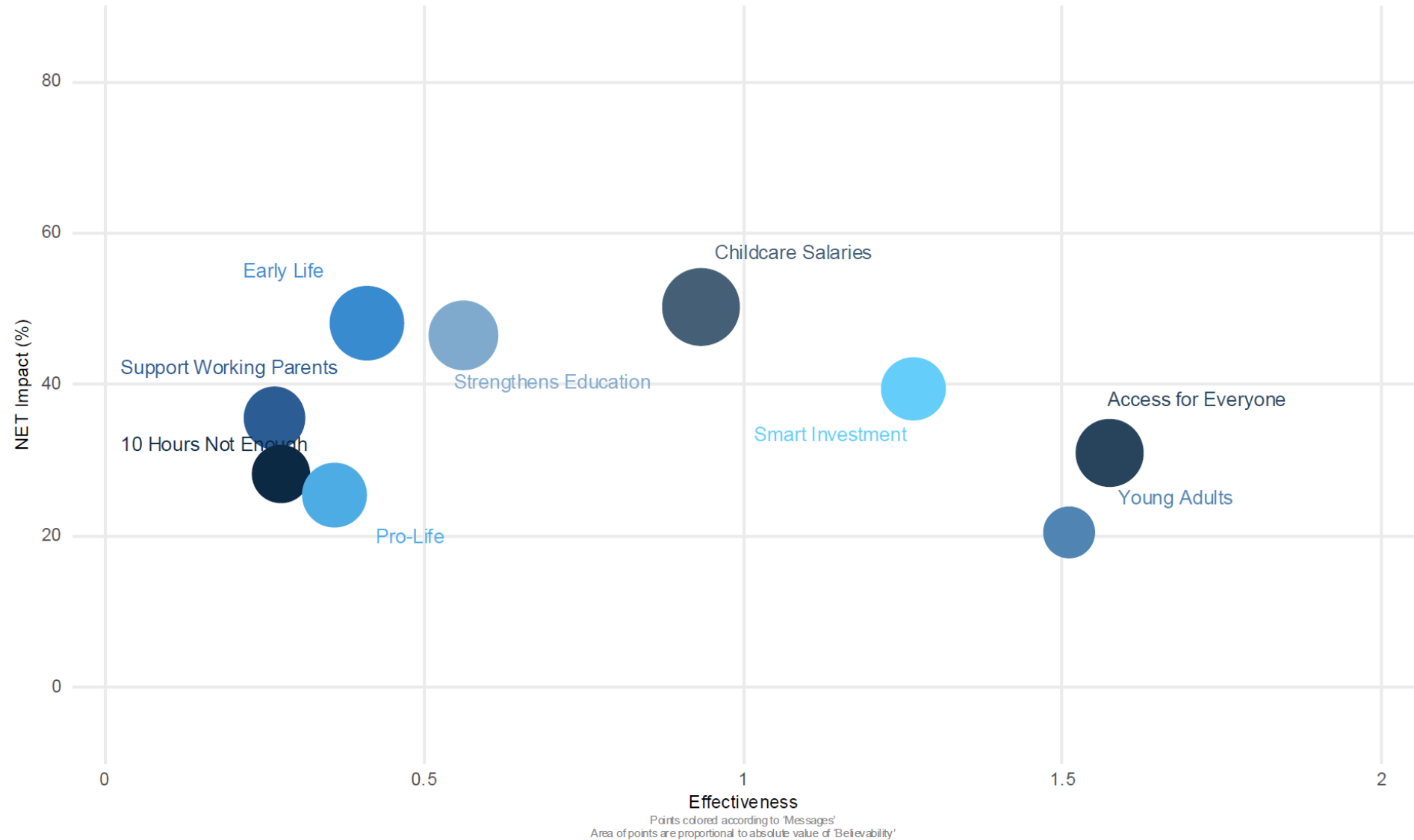
9



Pro-Life

Supports women after
pregnancy. Those of us P-
L have a duty

Pro-Tax Increase Message Map: Overall (City)



| Most Persuasive (City)

Access for Everyone:

All children have the resources they need to thrive.

- ✓ Shouldn't be a luxury for a few
- ✓ Cost is high at \$1,700/month
- ✓ Need investment so it's affordable

Young Adults and **Smart Investment** are closely related and have similar impact to each other with **Early Life** proving to be more persuasive of the two.

Young Adults: It wasn't particularly "popular," but for some it was what caused them to change their minds—that young adults are waiting longer to have children.

Smart Investment : Return on investment between \$7 and \$13 for community.

- ✓ Stronger workforce
- ✓ Higher graduation rates
- ✓ Lower healthcare costs

| Most Persuasive (City)

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Uses of Funding

01

Provide capital investment

02

Support ECE teacher pay
(e.g. signing bonuses)

03

Tuition assistance (emergency)



CLEAN UP THIS CHILDCARE MESS



